

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L17229UP1994PLC017199
2.	Name of the Listed Entity	JK Cement Limited (JKCL)
3.	Year of incorporation	24-Nov-1994
4.	Registered office address	Kamla Tower, Kanpur – 208001, Uttar Pradesh, India
5.	Corporate address	Prism Tower, Ninaniya Estate, Gwal Pahari, Gurugram - 122102, Haryana
6.	E-mail	shambhu.singh@jkcement.com
7.	Telephone	0124-6919000
8.	Website	https://www.jkcement.com/
9.	Financial year for which reporting is being done	FY 2023-24
10.	Name of the Stock Exchange(s) where shares are listed	1. Bombay Stock Exchange Limited (BSE) 2. National Stock Exchange of India Limited (NSE)
11.	Paid-up Capital	₹ 77.27 Cr
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Shambhu Singh Company Secretary +91-512-2371478-81 shambhu.singh@jkcement.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Disclosures under this report are made on standalone basis for JK Cement Limited
14.	Name of assurance provider	DNV Business Assurance India Private Limited
15.	Type of assurance obtained	Reasonable Assurance on BRSR core Indicators, while Limited Assurance on remaining BRSR indicators

II. Products/services

16. Details of business activities (accounting for 90% of the turnover):

S.No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Cement and cement related products	100

17. Products/Services sold by the entity (accounting for 90% of the entity’s Turnover):

S.No.	Product/Service	NIC Code	% of total Turnover contributed
1	Grey Cement	3242	81
2	White Cement & Wall Putty (including VAP)	3242, 3244, 23949	19

III. Operations

18. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	12	51	63

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)- Grey Cement	24
National (No. of States)- White Cement	Pan India

b. What is the contribution of exports as a percentage of the total turnover of the entity?

Negligible

c. A brief on types of customers

JKCL caters to the demands and needs of various institutional/commercial customers, individual house builders, government bodies for infrastructure projects.

IV. Employees

20. Details as at the end of Financial Year (FY 2023-24):

a. Employees and workers (including differently abled):

S.No. Particulars	Total (A)	Male		Female	
		No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES					
1. Permanent (D)	4097	3957	97	140	3
2. Other than Permanent (E)	2109	2074	98	35	2
3. Total Employees (D+E)	6206	6031	97	175	3
WORKERS					
4. Permanent (F)	99	99	100	0	0
5. Other than Permanent (G)	4479	4445	99	34	1
6. Total workers (F+G)	4578	4544	99	34	1

Total workforce (10,784) has been divided into two categories as per BRSR i.e. employees (6206) & workers (4578).

b. Differently abled Employees and workers:

S.No. Particulars	Total (A)	Male		Female	
		No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES					
1. Permanent (D)	2	2	100	0	0
2. Other than Permanent (E)	0	0	0	0	0
3. Total differently abled employees (D+E)	2	2	100	0	0
DIFFERENTLY ABLED WORKERS					
4. Permanent (F)	0	0	0	0	0
5. Other than permanent (G)	0	0	0	0	0
6. Total differently abled workers (F + G)	0	0	0	0	0

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	14	3	21.4
Key Management Personnel	4	0	0

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22. Turnover rate for permanent employees and workers
(Disclose trends for the past 3 years)

	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	21.5%	26%	21.63%	19.2%	0.8%	20%	15.3%	0.7%	16%
Permanent Workers	11%	NA	11%	9%	0	9%	8%	0	8

Note: No female in permanent workers for FY23-24.

V. Holding, Subsidiary and Associate Companies (including joint ventures)

23. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	JK Cement (Fujairah) FZC	Wholly Owned Subsidiary	100	No
2	J.K. Cement Works (Fujairah) FZC	Step-Down Subsidiary	90	No
3	JK White Cement (Africa) Limited	Step-Down Subsidiary	100	No
4	JK Maxx Paints Limited (formerly known as JK Paints and Coatings Limited)	Wholly Owned Subsidiary	100	No
5	Acro Paints Limited	Step-Down Subsidiary	100	No
6	Toshali Cements Pvt. Limited	Wholly Owned Subsidiary	100	No
7	Toshali Logistics Pvt. Ltd.	Step-Down Subsidiary	100	No

Note: In FY 2022-23, Panna (IU) and Hamirpur (GU) were under operational control of Jaykaycem (subsidiary). However, Jaykaycem (Central) Limited stands dissolved without being wound up and amalgamated with J.K. Cement Limited w.e.f. 01.08.2023.

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) Yes
- (i) Turnover (in ₹) (FY 23-24) ₹ 10918 Cr.
- (ii) Net worth (in ₹) (FY 23-24) ₹ 5353.39 Cr.

VII. Transparency and Disclosures Compliances

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	NA	2	0	—
Investors (other than shareholders)	Yes	0	0	NA	0	0	—
Shareholders	Yes	10	0	NA	14	0	—
Employees and workers	Yes	0	0	NA	5	0	—
Customers	Yes	1369	27	NA	1296	20	—
Value Chain Partners	Yes			NA	0	0	—
Other (please specify)	—	NA	NA	NA	NA	NA	—

26. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Emissions Management	Risk	Emerging climate-related regulations such as carbon pricing mechanisms and ETS (Emission Trading Scheme) may impact JKCL's business in the long-run.	Developed and implemented decarbonization strategies, implemented internal carbon pricing and got the SBTi targets validated.	Negative
2	Alternative Fuel Resources	Opportunity	Use of AFR reduces GHG emissions and utilises waste from other industries, thereby embedding circular economy within our operations.	-	Positive
3	Water management	Opportunity	Reusing, recycling and rainwater harvesting, reduces our dependency on water withdrawals leading to increased availability of water resource. Implementation of water efficient technologies reduce dependency on shared water resources.	-	Positive
4	Occupational Health & Safety	Risk	Poses potential harm to workers and can result in accidents, injuries, or long-term health issues if not properly managed and mitigated.	Implemented health and safety management system across all JKCL plants.	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https://www.jkcement.com/policies/								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/ certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The policies are formulated in accordance with established principles and align with internationally recognised standards such as ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, ISO 50001:2015, UNGC Guidelines, UN-SDGs, GRI Standards, CDP Climate & Water, SBTi, TCFD, IIRC, BIS Standards, ILO Principles, WBCSD, IGBC GreenPro, and GreenCo.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Absolute Gross GHG Scope-1 & 2 Target 2030: 532 kg CO ₂ /t cementitious material (SBTi) Net GHG Scope-1 Target 2030: 465 kg CO ₂ /t cementitious material (GCCA) Green Power Mix Target 2030: 75% Water positivity: 5X (Times) by 2030 Diversity and inclusion: 5% women by 2030 Training: 20 hours training per employee by 2030 For further details, refer Integrated Annual Report 2024								

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Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Absolute Gross GHG Scope-1 & 2 563 kg CO ₂ /t cementitious material (SBTi) Net GHG Scope-1 512 kg CO ₂ /t cementitious material (GCCA), Green Power Mix 51% Water positivity: 4.5 X (Times) Diversity and inclusion: 3.33% women Training: 15.3 hours training per employee For further details, refer Integrated Annual Report 2024								

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure) Refer Deputy Managing Director and CEO's message in the Integrated Annual Report 2024									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Name: Mr. Madhavkrishna Singhania Designation: Deputy Managing Director and CEO Telephone Number: +91-512-2371478-81								
9. Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. CSR & Sustainability Committee								
	S. no	Name of the Director					Status		
	1	Mrs Deepa Gopalan Wadhwa					Independent, Non-Executive (Chairperson)		
	2	Mr Mudit Aggarwal					Independent, Non-Executive		
	3	Mr Madhavkrishna Singhania					Non-Independent, Executive		
	4	Ms. Praveen Mahajan					Independent, Non-Executive		
	5	Mr Ashok Kumar Sharma					Independent, Non-Executive		

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Performance against above policies and follow up action									Board Committees Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Board Committees									Quarterly								
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9	Yes, checks and balances are in place for ensuring strict compliance to various Company policies and practices.								

12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA								
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorised as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

PRINCIPLE 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	4	During the year, the various updates on business, regulatory compliances, ESG, climate change, PoSH, SDGs, data security and privacy, BRSR Principles etc were discussed for business alignment.	100
Key Managerial Personnel	4	Code of Conduct, PoSH, regulatory compliances, ESG, climate change, SDGs, PoSH, data security and privacy.	100
Employees other than BoD and KMPs	164	Basic First Aid, Code of Conduct, PoSH, Safety Training, Basic Road Traffic Rules, Electrical Safety, Uses of machines, Hazards Awareness, PF, ESIC, ESG, Climate Change.	100
Workers	10390	Safety induction, job specific safety at workplace.	83

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

	Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	NIL				
Settlement					
Compounding fee					
	Non-Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment	NIL				
Punishment	NIL				

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
NA	NA

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available provide web link to the policy

JKCL covers anti-corruption/anti bribery in its Code of Conduct policy.
The policy can be accessed at <https://www.jkcement.com/frontTheme/pdf/Code-of-Conduct-Policy-15-12-22.pdf>

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5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

6. Details of complaints with regard to conflict of interest:

	FY 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest. NA

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Number of days of accounts payables	50.69	52.63

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0	0
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0	0
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	66.34%	69.14%
	b. Number of dealers / distributors to whom sales are made	11786	10637
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	3%	3%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	4%	0.98%
	b. Sales (Sales related parties / Total Sales)	0.01%	0.29%
	c. Loans & advances (Loans & advances given to related parties /Total loans & advances)	0.05%	0%
	d. Investments (Investments in related parties / Total Investments made)	13%	63%

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the principles during the financial year:

Total number of awareness programmes held	Topics / principles covered under the training	% Age of value chain partners covered (by value of business done with such partners) under the awareness programmes
2	ESG, Ethics, Human Rights, Governance, Climate Change, Health & Safety.	20%

Note- JKCL has conducted 02 nos. virtual sessions of capacity-building programmes on ESG, suppliers’ code of conduct for 116 Tier-1 suppliers. Microsoft Survey forms was shared with suppliers and out of which 23 have responded.

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.

Yes, the Company has the code of conduct for the Board and senior management pursuant to Regulation 17(5) (a) of SEBI Listing Regulations; as well as for the employees of the Company and its subsidiaries. We have an Audit Committee represented by Independent Directors who approves the Related Party Transactions. Hence conflict of interest if any is not possible. For more details, refer to Corporate Governance Section in the Annual Integrated Report 2024.

PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe
Essential Indicators

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	Current Financial Year (FY 2023-24)	Previous Financial Year (FY 2022-23)	Details of improvements in Environmental and social impacts
R&D	0.2%	0.55%	Development of green products (Composite cement) that lead to the minimisation of emissions
Capex	18.83%	9%	—

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

JKCL strictly adheres to a well-defined ESG policy and a code of conduct for suppliers. We have an integrated system in place that permits business dealings exclusively with suppliers who commit to complying with JKCL’s ESG guidelines. As a result, we ensure that our sourcing is fully sustainable. The link of Supplier’s Code of Conduct is given below:

<https://www.jkcement.com/frontTheme/pdf/Supply-Chain-Sustainability-and-Suppliers-Code-of-Conduct-of-JK-Cement.pdf>

b. If yes, what percentage of inputs were sourced sustainably?

All new suppliers are onboarded based on ESG parameters, ensuring that the sourcing practices align with JKCL’s commitment to Sustainable sourcing. It is evident in systematic and thorough supplier evaluation and approval process, which underscores the company’s pledge to sustainability and responsible business practices.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

- a) Plastic packaging bags are commonly reused for storing various items, including construction inventory, grains, fodder, and more. Furthermore, once these plastic bags are disposed of, they are often recycled by waste recyclers. JKCL also co-processes the plastics waste as an AFR.
- b) Our products do not produce any E-waste. However, the E-waste produced during the office operations is sold to the registered recyclers.
- c) The hazardous waste produced during the cement manufacturing process is responsibly disposed off by selling it to certified recyclers or waste management companies. Furthermore, the fraction of hazardous waste that can be incinerated is utilised for co-processing within our own facility.

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4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Yes, Extended Producer Responsibility (EPR) is applicable for JK Cement Limited. JKCL has registered for EPR targets and compliances on CPCB portal along with action plan.

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
3242	PPC, PPCPC, OPC, PSC	81%	Nimbahera, Mangrol, Muddapur	Yes	Yes, https://www.jkcement.com/wp-content/uploads/2023/08/JK-Cement-IR2023.pdf

JKCL conducted Life Cycle Assessment (LCA) study using ISO 14040/44 standards for various products at our Nimbahera, Mangrol and Muddapur plants. For further details, refer Natural Capital in the Integrated Annual Report 2024.

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

As per the inferences, blended cement has the least environmental impact due to its low carbon footprint, and it also offers enhanced durability. Therefore, we are concentrating our efforts on the production and sale of blended cement, recognised for its superior quality. Additionally, we are committed to optimising the cost to ensure it remains economical for customers.

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Slag	1%	0.5%
Fly ash	22%	22%

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	In FY 2023-24, JKCL co-processed 7 times the amount of plastic waste introduced into the environment through plastic packaging bags of our cement. We have successfully co-processed 181.69 kilo tonnes of plastic waste as Alternative Fuel and Raw material (AFR).					
E-waste	JKCL doesn't produce any e-waste or hazardous waste in its products. However, waste generated within the plant operations is sent to authorised third party recyclers as per the land of rules.					
Hazardous waste						
Other waste						

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not Applicable, as we produce cement which is used as concrete in the construction projects and is not subject to reclamation	

PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains

Essential Indicators

1. a. Details of measures for the well-being of employees:

	% of employees covered by										
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	3957	3957	100	3957	100	NA	NA	3957	100	3957	100
Female	140	140	100	140	100	140	100	140	100	140	100
Total	4097	4097	100	4097	100	140	3%	4097	100	4097	100
Other than Permanent employees											
Male	2074	2074	100	2074	100	NA	NA	NA	NA	2074	100
Female	35	35	100	35	100	35	100	NA	NA	35	100
Total	2109	2109	100	2109	100	35	2	NA	NA	2109	100

b. Details of measures for the well-being of workers:

	% of workers covered by										
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E /A)	Number (F)	% (F / A)
Permanent workers											
Male	99	99	100	99	100	NA	0	0	0	99	100
Female	0	0	0	0	0	0	0	0	0	0	0
Total	99	99	100	99	100	NA	0	0	0	99	100
Other than Permanent workers											
Male	4445	4445	100	4445	100	NA	NA	0	0	4445	100
Female	34	34	100	34	100	34	100	0	0	34	100
Total	4479	4479	100	4479	100	34	1	0	0	4479	100

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format –

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company	0.11	0.13

2. Details of retirement benefits, for Current FY and Previous Financial Year.

Benefits	FY 2023-24 Current Financial Year			FY 2022-23 Current Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Y	100	100	–
Gratuity	100	100	Y	100	100	–
ESI	100	100	Y	100 (eligible population)	100 (eligible population)	–
Others	NA	NA	NA	NA	NA	NA

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

JKCL believes in providing equal opportunities to all individuals, regardless of age, gender, ethnicity, nationality, race, or religion. Kindly refer our Code of Conduct policy:

<https://www.jkcement.com/wp-content/uploads/2023/10/Code-of-Conduct-Policy-15-12-22.pdf>

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate %	Return to work rate	Retention rate %
Male	100	100	NA	NA
Female	100	100	NA	NA
Total	100	100	NA	NA

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes
Other than Permanent Workers	Yes
Permanent Employees	Yes
Other than Permanent Employees	Yes

Our company has an effective grievance redressal mechanism in place to ensure that employees feel heard and valued, and that any issues or concerns they may have are addressed in a timely and effective manner. For further details, refer Human Capital section in the Integrated Annual Report 2024.

7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:

	FY 2023-24			FY 2022-23		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	4097	0	0	3216	0	0
Male	3957	0	0	3104	0	0
Female	140	0	0	112	0	0
Total Permanent Workers	99	99	100	551	381	69.1
Male	99	99	100	549	381	69.3
Female	0	0	0	2	0	0

8. Details of training given to employees and workers:

Category	FY 2023-24 Current Financial Year					FY 2022-23 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill Upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	6031	6031	100	1443	24	4866	4866	100	589	12
Female	175	175	100	108	62	117	117	100	37	32
Total	6206	6206	100	1551	25	4983	4983	100	626	13
Workers										
Male	4544	4544	100	227	5	4204	4204	100	183	4
Female	34	34	100	2	5	42	42	100	0	0
Total	4578	4578	100	229	5	4246	4246	100	183	4

9. Details of performance and career development reviews of employees and worker:

Category	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	6031	6031	100	4866	4866	100
Female	175	175	100	117	117	100
Total	6206	6206	100	4983	4983	100
Workers						
Male	4544	4544	100	4204	4204	100
Female	34	34	100	42	42	100
Total	4578	4578	100	4246	4246	100

10. Health and safety management system:

- a) Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?

Yes, JKCL has a comprehensive occupational health & safety management that is applicable for all our manufacturing plants and offices.

- b) What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

JKCL has a robust Hazard Identification and Risk Assessment system (HIRA) in place. We have standard of procedures to ensure health & safety across all manufacturing sites and offices. Training programs are conducted on health & safety for all the workers and make them aware on the best practices to minimise the risk. Our all sites are ISO 45001:2018 certified.

- c) Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)

JKCL has procedures in place for employees and workers to promptly report near misses and unsafe conditions to the safety team. In the event of an injury or fatality on the premises, reports can be submitted online or offline. Any unsafe incident is promptly communicated to department leads and the safety team through the Surksha Portal. Thorough investigations are conducted against any reported incidents or near misses, and corrective actions are implemented. Progress on corrective actions and prevention plans is reviewed and discussed during safety committee meetings.

- d) Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)

Yes, all the employees and workers of JKCL have the access to non-occupational medical and healthcare services.

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11. Details of safety related incidents, in the following format:

Safety Incident/Number	Category*	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.19	0.54
Total recordable work-related injuries	Employees	0	0
	Workers	4	19
Number of fatalities	Employees	0	0
	Workers	0	1
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	2	0

*Including in the contract workforce

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

The Health and Safety team is dedicated to ensuring the safety and occupational health of employees consistently. We maintain the overall effectiveness of our safety and occupational health management system through the implementation of various measures, including establishing standards and procedures, conducting safety observations and audits, providing training and building capabilities, investigating incidents, managing contractor safety, addressing occupational health concerns, ensuring logistics safety, promoting project safety, enforcing fire safety protocols, maintaining workplace safety standards, enhancing driver safety practices, and prioritising social safety initiatives.

13. Number of Complaints on the following made by employees and workers:

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	128	6	NA	200	17	—
Health & Safety				166	20	—

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100
Working Conditions	100

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.
- Based on the risks and concerns identified from the assessment of health and safety practices and working conditions, several corrective actions have been taken. We undertake Safety Audits under ISO 45001:2018 and implement best practices across our facilities. Regular internal audits conducted by the safety team focused on hand railing, platforms, housekeeping, and the proper use of personal protective equipment (PPE). In one of our audits, a hazard was identified in conveyor rollers of reclaimer at crusher within 02 meters height were found to be not guarded. We have Installed Guarding on the conveyor rollers of reclaimer to mitigate hazards identified. Additionally, a proper monthly inspection routine was established, and each cutting set trolley was numbered to prevent the use of nonstandard trolleys. These actions are part of our continuous commitment to maintaining a safe and healthy working environment for all employees.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).
Employee Yes /Worker Yes
2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.
All contracts specify clear obligations and general conditions, including statutory dues such as Provident Fund (PF), gratuity, minimum wages, etc. These obligations are diligently ensured by the HR department.
3. Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Employees	0	0	0	0
Workers	0	0	0	0

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)
Yes, we provide Transfer of House holding support and we also reimburse the movement cost of the employee and family.
5. Details on assessment of value chain partners:
- | | % of value chain partners (by value of business done with such partners) that were assessed |
|-----------------------------|---|
| Health and safety practices | 51 |
| Working Conditions | 51 |
6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.
- JKCL is committed to fostering a secure, healthy, and supportive work environment for both employees and stakeholders alike. We organise training programs for our value chain partners, sharing insights on health and safety, as well as the best practices implemented across our manufacturing plants to maintain safe working conditions and prevent accidents.

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.
- We highly prioritise our interactions with stakeholders, engaging with them regularly to comprehend their expectations and concerns. JK Cement has a structured Materiality Assessment process to identify key stakeholder groups and take their input in identifying material issues. We identified both internal and external stakeholders based on their capacity to impact or influence the organisation.
- External stakeholders- Shareholders, Dealers, Customers, Government, Regulatory & Statutory bodies, Media, Local communities
 - Internal stakeholders- Employees

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2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder engagement and outcomes

Stakeholder group	Engagement mechanism	Purpose of engagement	Frequency	Key stakeholder concerns	How we create value for them?
INTERNAL STAKEHOLDERS					
Employees	- Training programmes, Events, Seminars, Workshops - Awards – Plant level reward programmes - Surveys, Employee centric applications	- Innovation - Employee motivation and team building - Discussion and issue resolution - Prevention from accidents and health hazards	Periodically	- Career growth and progression - Performance management - Employee motivation - Employee involvement	We create value for our employees by providing appropriate remuneration, trainings, health, and wellbeing initiatives
EXTERNAL STAKEHOLDERS					
Shareholders	- Investor Presentation and Investor calls on quarter basis - Annual General Meeting - Annual Report - Shareholder meetings - Sustainability report - Grievance redressal mechanism	Share financial performance, strategic insights, new projects, changes in ESG performance	Periodically	- Timely dividend payments - Transparency in reporting - Company's financial health, growth, and performance	We create value for our shareholders by delivering above average return on investments and engaging in ethical business practices
Dealers	- Dealer meetings - Dealer surveys	Building stronger relationships and getting feedback from market	Periodically	- Product benefits and features - Product quality and feedback - Building relationships and trust - New product development	We provide loyalty programs aimed at recognising long relationships of our channel partners and provide special privileges to them
Customers	- Customer care service to address query, get feedback, etc. - Social media	Feedback to streamline operations, services and build better products	Periodically	- Product benefits and features - Product quality and feedback - Building relationships and trust - New product development	Our product portfolio is diverse that can meet the construction requirements of wider group of customers
Regulatory & Statutory Bodies	- Regular compliance reports - Statutory audits	Disclosures on compliance as required by government	Periodically	- Business ethics and compliance - Disclosure on ESG	We contribute through direct and indirect taxation and comply with regulations as applicable
Media	Management interviews	Communicate progress made in the financial year, enhance brand perception, etc.	Periodically	- Transparency - Disclosure on compliance	We reach out to a wider audience to build brand recognition through ethical promotions
Local Communities	- Daily informal interactions - Regular field surveys	Feedback of communities on the issues they face and performance of CSR initiatives	Periodically	- Building relationships - Improving living standards - Direction and deployment of resources - Awareness on social issues	JKCL gives back to the community and have many initiatives in place for their welfare

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

Our company has established a CSR & Sustainability Committee responsible for overseeing ESG governance and monitoring performance. Chaired by an Independent Woman Director, this committee provides quarterly updates on performance and reviews in their respective areas, presenting outcomes to the Board during meetings. Furthermore, the company conducts periodic stakeholder engagement exercises on ESG topics, following a structured approach regarding frequency, delegation, and reporting of outcomes, including feedback from stakeholders to the Board.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, Stakeholder consultations were conducted to identify and prioritise material topics, considering their impact on both our stakeholders and our business. Using the outcomes from the materiality assessment and stakeholder engagement exercise, strategies, objectives, and goals are developed and implemented, supported by a monitoring mechanism to ensure effectiveness.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalised stakeholder groups.

JKCL has a strong commitment to engaging with and addressing the concerns of vulnerable and marginalised stakeholder groups. Several initiatives have been undertaken to ensure their voices are heard and their needs are met. One such instance is the establishment of community outreach programs aimed at improving the livelihoods of marginalised communities around our operational areas. These programs include skill development workshops, educational support, and healthcare services. In response to specific concerns raised by these groups, JKCL has implemented tailored solutions such as constructing sanitation facilities, providing clean drinking water, and enhancing local infrastructure. Furthermore, regular consultation meetings are held with community representatives to continuously assess and address their needs. For more details on initiatives taken at local level, Refer- Social and Relationship Capital section of Integrated Annual Report FY 2024.

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy (ies) of the entity, in the following format:

Category	Current FY (2023-24)			Previous FY (2022-23)		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. employees/ workers covered (D)	%(D/C)
Employees						
Permanent	4097	4097	100	3216	3216	100
Other than permanent	2109	2109	100	1767	1767	100
Total Employees	6206	6206	100	4983	4983	100
Workers						
Permanent	99	99	100	551	551	100
Other than permanent	4479	4479	100	3695	3695	100
Total Workers	4578	4578	100	4246	4246	100

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2. Details of minimum wages paid to employees and workers, in the following format:

Category	Current FY (2023-24)					Previous FY (2022-23)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E/D)	No. (F)	% (F / D)
Employees										
Permanent	4097	0	0	4097	100	3216	0	0	3216	100
Male	3957	0	0	3957	100	3104	0	0	3104	100
Female	140	0	0	140	100	112	0	0	112	100
Other than Permanent	2109	0	0	2109	100	1767	0	0	1767	100
Male	2074	0	0	2074	100	1762	0	0	1762	100
Female	35	0	0	35	100	5	0	0	5	100
Workers										
Permanent	99	0	0	99	100	551	0	0	551	100
Male	99	0	0	99	100	549	0	0	549	100
Female	0	0	0	0	0	2	0	0	2	100
Other than Permanent	4479	0	0	4479	100	3695	1293	35	2402	65
Male	4445	0	0	4445	100	3655	1293	35	2362	65
Female	34	0	0	34	100	40	0	0	40	100

3. Details of remuneration/salary/wages

a. Median remuneration/wages:

Particulars	Male		Female	
	Number	Median remuneration/ salary / wages of respective category (in INR)	Number	Median remuneration/ salary/ wages of respective category (in INR)
Board of Directors (BoD)	11	[Refer Corporate Governance Section]	3	[Refer Corporate Governance Section]
Key Managerial Personnel	4		0	NA
Employees other than BoD and KMP	6031	8.95 Lacs	175	8.09 Lacs
Workers	4544	5.5 Lacs	34	5.5 Lacs

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Gross wages paid to females as % of total wages	2.9%	2.9%

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes. The Company has developed Human Rights Policy to define JKCL' commitment to respect Human rights and provide conducive environment to our employees and our stakeholders. Under this Policy, Chief Human Resource officer (CHRO) of the Company shall be responsible for addressing any alterations, implications, amendments in the Policy. The Company also has Grievance Redressal Policy which defines the mechanism to redress grievances related to human rights issues.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

JKCL has a well-defined Grievance Redressal Policy to address and resolve any grievances related to harassment or human rights violations. The policy establishes a structured mechanism for handling such issues, ensuring employees' concerns are effectively addressed. We have internal committee, who is responsible to address the grievance and resolve within stipulated time.

6. Number of Complaints on the following made by employees and workers:

	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	—	0	0	—
Discrimination at workplace	0	0	—	0	0	—
Child Labour	0	0	—	0	0	—
Forced Labour/ Involuntary Labour	0	0	—	0	0	—
Wages	0	0	—	0	0	—
Other human rights related issues	0	0	—	0	0	—

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (PoSH)	0	0
Complaints on PoSH as a % of female employees/ workers	0	0
Complaints on PoSH upheld	0	0

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

We have PoSH & Grievance committee who resolve complaints within stipulated timeline. We provide a helpline enabling stakeholders to report any issues related to human rights violations or concerns encountered by employees or workers in the workplace. These concerns are handled with care, ensuring swift action and resolution. A meticulous investigation process ensures fairness for all involved parties, offering an opportunity to present information and any material evidence.

9. Do human rights requirements form part of your business agreements and contracts?

Yes, Human rights requirements do play a part of JKCL's business agreements, including contracts with employees and members of the workforce. More specifically, pursuant to the Indian Labour Law and the Payment as per minimum Wages Act etc., JKCL ensures that the workforce and employees alike are remunerated as per the contractual agreement signed and presented with human conditions.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100
Forced/involuntary labour	100
Sexual harassment	100
Discrimination at workplace	100
Wages	100
Others – please specify	—

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.

NA

Business Responsibility & Sustainability Report

Leadership Indicators

1.

Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints.

JKCL maintains a strict policy of zero tolerance towards any form of discrimination or harassment. So far, no complaint has been received hence not applicable.
2.

Details of the scope and coverage of any Human rights due diligence conducted.

JK Cement Ltd. (JKCL) ensures that the human rights of its workforce are protected and not violated in any way. For the past five years, JKCL has been recognised as a “Great Place to Work.” An independent survey conducted by a third party assessed all our employees on various parameters, including trust, values, leadership effectiveness, innovation, respect, and growth. We do conduct internal and external assessments periodically, for all our JKCL facilities including all sales offices.
3.

Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

We have provided appropriate facilities and amenities along with barrier-free accessibility to the visitors with disability to enable them to effectively perform their duties in the establishment. There are provision of elevator/ ramps for the benefit of wheelchair users and minimum width of walkways.
4.

Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	100
Discrimination at workplace	100
Child Labour	100
Forced Labour/Involuntary Labour	100
Wages	100
Others- please specify	–

Our Supplier code of conduct addresses all of these aspects. In additions all our suppliers are screened on the basis of ESG Parameters.
5.

Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

There were no significant risk/concerns arising from the assessments.

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A) (GJ)	2041808	612548
Total fuel consumption (B) (GJ)	1172414	1424468
Energy consumption through other sources (C) (GJ)	NA	NA
Total energy consumed from renewable sources (A+B+C) (GJ)	3214222	2037016
From non-renewable sources		
Total electricity consumption (D) (GJ)	1807669	2688801
Total fuel consumption (E) (GJ)	38743661	29889767
Energy consumption through other sources (F) (GJ)		

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total energy consumed from non-renewable sources (D+E+F)	40551330	32578568
Total energy consumed (A+B+C+D+E+F)	43765552	34615584
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations) (MJ/INR)	0.4	0.37
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumption/ Revenue from operations adjusted for PPP) (GJ/Crore)	1100	1035
Energy intensity in terms of physical output GJ/tonne of Cementitious Material	2.32	2.29
Energy intensity (optional) – the relevant metric may be selected by the entity		-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

DNV Business Assurance India Private Limited has carried out the independent assessment of the GRI Indicator assurance (Non- Financial) and BRSR core elements. The financial assurance was carried out by S.R Batliboi & Co. LLP.

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Yes, following units were identified as designated consumers (DCs) under the PAT Scheme of the GOI in the Cycle VII (Year 2022-23 to 2024-25):

Sr No.	Unit	Cycle Targets (TOE)	Achievement FY 23-24 (TOE)	Remarks
1	Nimbahera-ICP	0.0975 (Cycle VII)	0.0735	Achieved
2	Mangrol-ICP	0.0854 (Cycle VII)	0.0770	Achieved
3	Muddapur-ICP	0.0885(Cycle VII)	0.0870	Achieved
4	Jharli-GU	0.0092 (Cycle VI)	0.0071	Achieved
5	Gotan (White)-ICP	0.1272 (Cycle VII)	0.1098	Achieved
6	Aligarh-GU	0.0080(Cycle VIII)	0.008	Achieved

*ICP- Integrated Cement Plant, GU-Grinding Unit

3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	1766882	1196561
(ii) Groundwater	1008195	866826
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others (Rainwater harvesting)	122589	110000
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	2897666	2173387
Total volume of water consumption (in kilolitres)	2897666	2173387
Water intensity per rupee of turnover (Total Water consumed / Revenue from operations) (KL/INR Lacs)	2.65	2.5
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP) (KL/INR Cr.)	72.82	64.97
Water intensity in terms of physical output (KL/tonne of Cementitious Material)	0.15	0.15
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

DNV Business Assurance India Private Limited has carried out the independent assessment of the GRI Indicator assurance (Non- Financial) and BRSR core elements. The financial assurance was carried out by S.R Batliboi & Co. LLP.

4. Provided the following details related to water discharged:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	—	—
- No treatment	—	—
- With treatment – please specify level of treatment	—	—
(ii) To Groundwater	—	—
- No treatment	—	—
- With treatment – please specify level of treatment	—	—
(iii) To Seawater	—	—
- No treatment	—	—
- With treatment – please specify level of treatment	—	—
(iv) Sent to third parties	—	—
- No treatment	—	—
- With treatment – please specify level of treatment	—	—
(v) Others	—	—
- No treatment	—	—
- With treatment – please specify level of treatment	—	—
Total water discharged (in kilolitres)	—	—

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

DNV Business Assurance India Private Limited has carried out the independent assessment of the GRI Indicator assurance (Non- Financial) and BRSR core elements. The financial assurance was carried out by S.R Batliboi & Co. LLP.

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

All the plants of JKCL are Zero Liquid Discharge facility. Total effluent generated is recycled through ETP and STP and used in the process, domestic purpose, gardening etc.

6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
NO _x	MT/Annum	9118	8351.20
SO ₂	MT/Annum	1515	278.04
Particulate Matter (PM)	MT/Annum	692	532.59
Persistent organic pollutants (POP)	—	—	—
Volatile organic compounds (VOC)	MT/Annum	50.28	—
Hazardous air pollutants (HAP)	—	—	—
Others- please specify	—	—	—

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

DNV Business Assurance India Private Limited has carried out the independent assessment of the GRI Indicator assurance (Non- Financial) and BRSR core elements. The financial assurance was carried out by S.R Batliboi & Co. LLP.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	10334366	7985999.42
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	368584	419202
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations) (Kg CO ₂ equivalent/INR)	Metric tonnes of CO ₂ equivalent /INR Lacs	9.8	9.6
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations adjusted for PPP)	MT of CO ₂ / INR. Cr	269	251
Total Scope 1 and Scope 2 emission intensity in terms of physical output (MT of CO ₂ /tonne of Cementitious)	MT of CO ₂ /tonne of Cementitious Material	0.565	0.565
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	—	—	—

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

DNV Business Assurance India Private Limited has carried out the independent assessment of the GRI Indicator assurance (Non- Financial) and BRSR core elements. The financial assurance was carried out by S.R Batliboi & Co. LLP.

8. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.

Cement, an indispensable material for construction, plays a pivotal role in the development of emerging markets worldwide. However, the cement industry is also a significant contributor to global CO₂ emissions, accounting for about 7% of the total and standing as the second-largest industrial emitter after the iron and steel sector. Cement production is an energy-intensive process and hard to abate sector for the reduction of GHG emission that consumes both thermal and electrical energy.

The major source of emission is through primary raw material, limestone, which generates greenhouse gas (GHG) emissions during heating, (known as process emissions). The Process emissions account for approximately 60% of total emissions, while power and fuel contribute 10% and 30%, respectively.

JK Cement Ltd. (JKCL) has identified four major strategies to reduce its carbon footprint:

- Integrations of advanced technologies and practices to enhance energy efficiency.
- Transitioning from fossil fuels to cleaner alternatives such as AFR
- Increasing the use of renewable energy and waste heat recovery systems (WHRS) to reduce reliance on fossil power.
- Lowering the proportion of clinker in cement by producing more blended cement.

JKCL has near-term targets aligned with the well-below 1.5-degree celsius scenario, which was validated by the Science Based Targets initiative (SBTi) in August 2023. The company aims to reduce GHG emissions (Scope 1 and Scope 2) by 21.7% from FY 2019-20 to FY 2029-30 through various decarbonisation measures. The action plan includes increasing the share of green power mix (renewable energy and WHRS) to 75%, reducing the clinker factor to 65%, and raising the thermal substitution rate (TSR) to 35% by partially replacing kiln fossil fuel with biomass and alternative fuels and raw materials (AFR).

Over the years, JKCL has undertaken numerous initiatives to adopt clean and green technologies. The company has consistently integrated the best available technologies in the market to enhance energy efficiency and reduce its environmental impact.

Business Responsibility & Sustainability Report

9. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	1020	430
E-waste (B)	28	34.07
Bio-medical waste (C)	2	0.23
Construction and demolition waste (D)	0	0
Battery waste (E)	26	42.30
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	100	110.23
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	8865	8650
Total (A+B + C + D + E + F + G + H)	10041	9267.83
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (Kg/INR Lacs)	9.19	9.95
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) (MT/INR Cr.)	0.25	0.28
Waste intensity in terms of physical output (Kg/tonne of Cementitious Material)	0.531	0.622
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	9640	NA
(ii) Re-used	-	NA
(iii) Other recovery operations	-	NA
Total	9640	NA
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	NA
(ii) Landfilling	-	NA
(iii) Other disposal operations	1126	NA
Total	1126	NA

Recycled category includes sum of used oil, contaminated oil, battery, e-waste, grease used drums, waste oil, metal scrap, plastic scrap, refractory scrap, empty drums, machinery scrap, segregated iron chips used and cable scrap data.

Other disposable methods category includes sum of paper scrap, filter bags, wooden waste, rubber scrap, fire bricks scrap, old tyre, furniture scrap, old filter bags, burst bag, other waste, biomedical solid & liquid and other hazardous waste data.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

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10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

JKCL is committed to minimising the use of hazardous materials in our products and eliminating waste directed to disposal. E-waste or batteries generated are sent to authorised recyclers, while used oil is co-processed within our cement operations whenever possible. Additionally, non-hazardous waste generated is directed to third-party recyclers.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
			None

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public Domain (Yes / No)	Relevant Web link
Proposed Integrated Cement Plant - Clinker (2 x 4.0 million TPA), Cement (2 x 3.0 million TPA), WHRS (2 x 25 MW), DG Set [2 x 1250 KVA {1000 KVA or 500 KVA, 250 KVA & 125 KVA}], Oxygen Plant (2 x 80 m³/hr) in phased manner along with installation of Railway Siding with Wagon Tippler at Village: Parewar, Tehsil & District: Jaisalmer (Rajasthan) by M/s. JK Cement Ltd.	14 th Sept., 2006 & its amendments	14 th Sept., 2006 & its amendments	Yes	Yes	https://parivesh.nic.in/newupgrade/#!/trackYourProposal/proposal-details?proposalId=IA%2FRJ%2FIND1%2F438401%2F2023&proposal=7172261
Proposed Hanamaneri Limestone Mine Block (Area: 445.37 Ha) with Proposed Limestone Production Capacity: 4.0 million TPA, Intercalated Waste: 1.0 million TPA, Top Soil: 0.19 million TPA, Over Burden: 0.94 million TPA (Total Excavation: 6.13 million TPA) along with installation of Crusher & Screening Capacity: 1300 TPH and OLBC Capacity: 1200 TPH with 14 km length at Villages: Hanamaneri, Lokapur, Jalikatti B.K. & Jalikatti K.D., Taluka: Badami & Mudhol, District: Bagalkot, State: Karnataka by M/s. JK Cement Ltd.	14 th Sept., 2006 & its amendments	14 th Sept., 2006 & its amendments	Yes	Yes	https://parivesh.nic.in/newupgrade/#!/trackYourProposal/proposal-details?proposalId=IA%2FKA%2FMIN%2F453560%2F2023&proposal=27580245

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non- Compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
	None	-	-	

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):
- For each facility / plant located in areas of water stress, provide the following information:
- (i) Name of the area: Mangrol and Nimbahera, (Chittorgarh) & Gotan, (Nagaur), Rajasthan

(ii) Nature of operations: Integrated Cement Plants

(iii) Water withdrawal, consumption and discharge in the following format:

Water withdrawal by source (in kilolitres): Gotan Integrated Cement Plant

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water		
(ii) Groundwater	415122	408785
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (In kilolitres)	415122	408785
Total volume of water consumption (In kilolitres)	415122	408785
Water intensity per rupee of turnover (Water consumed / turnover) (KI/INR Lacs)	0.38	0.44
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

Water withdrawal by source (in kilolitres): Mangrol, Integrated Cement Plant

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	321582.14	251250
(ii) Groundwater	188062.07	210142
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (In kilolitres)	509644.21	461392
Total volume of water consumption (In kilolitres)	509644.21	461392
Water intensity per rupee of turnover (Water consumed / turnover) (KI/INR Lacs)	0.47	0.50
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
(iii) Into Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

Water withdrawal by source (in kiloliters): Nimbahera, Integrated Cement Plant

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	639594	665534
(ii) Groundwater	173567	166764
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	120930	110000
Total volume of water withdrawal (In kilolitres)	934091	942299
Total volume of water consumption (In kilolitres)	934091	942299
Water intensity per rupee of turnover (Water consumed / turnover) (KI/INR Lacs)	0.85	1.01
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

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2. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	2529576	1469970
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO ₂ eq /INR lacs	2.3	1.7
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO ₂ eq /tonne of Cementitious	0.13	0.10

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

DNV Business Assurance India Private Limited has carried out the independent assessment of the GRI Indicator assurance (Non- Financial) and BRSR core elements. The financial assurance was carried out by S.R Batliboi & Co. LLP.

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not Applicable.

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

S No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of initiative (Savings in ₹ million)
1	Replacement of fossil fuel with AFR	AFR processing facilities have been installed across the organisation	
2	Replacement of fossil fuel with clean power	Installation of Waste heat recovery system, Increased the capacity of RE power and Reduction in fossil power generation and consumption	Reduced our power cost, Reduced GHG emissions, Reduced overall carbon, footprint of the product
3	Energy efficiency & advanced technologies	Replaced old heater system and grinding system with new high efficient manufacturing facilities	Reduced power and fuel consumption, Reduced carbon footprint of the product
4	Maintaining Zero Liquid Discharge	All the effluent power generated is treated and reused within the operations	Improved water efficiency Reduced water consumption
5	Implementation of water efficient technologies	Water cooling systems replaced with air cooling such as condensers in power plant and compressors	Reduction in water consumption
6	2030-Nature positive	Development of Biodiversity park located at Ahirpura limestone mine, Chittorgarh, Rajasthan	Improved ecological footprint Safe flora and fauna

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

Yes, all our plants and offices have onsite and offsite emergency plans with disaster management plan. Our workforce is continuously trained by carrying out mock drills and disaster management exercises for possible emergency situations.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

Training programs have been arranged for value chain partners to enhance their understanding of environmental issues and the broader societal impacts of their activities. Key initiatives encompass supply chain optimization, energy efficiency measures, sustainable materials and processes, compliance with regulations, and collaborative efforts. These endeavors aim to cultivate a more efficient, cost-effective, and environmentally responsible supply chain.

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

51%

PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/associations.
- 9
- b. List the top 10 trade and industry chambers/associations (determined based on the total members of such body) the entity is a member of/affiliated to.

S No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Merchants Chamber of UP	State
2	Cement Manufacturers' Association	National
3	Carbon Disclosure Project	International
4	S&P Global	International
5	Science Based Targets Initiative	International
6	Confederation of Indian Industry (CII)	National
7	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
8	Global Cement and Concrete Association (GCCA)	National & International
9	Member of JK Organisation	National

2. Provide details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regulatory authorities.

Name of authority	Brief of the case	Corrective action taken
CCI	1. "Competition Commission of India (CCI)" vide its order dated August 31, 2016 imposed a penalty of ₹12,854 lacs on the Company. The appeal was heard whereupon National Company Law Appellate Tribunal (NCLAT) vide order dated July 25,2018 upheld CCI's order .The Company has filed statutory appeal before the Hon'ble Supreme Court, which vide its order dated October 5, 2018 has admitted the appeal and directed that the interim order of stay passed by the NCLAT in this matter will continue for the time being. The Company, backed by legal opinion, believes that it has a good case 2. In a separate matter, CCI imposed penalty of ₹ 928 lacs vide order dated January 19, 2017 for alleged contravention of provisions of Competition Act, 2002 by the Company. On Company's appeal, NCLAT has stayed the operation of CCI's order. The matter is pending for hearing before NCLAT. The Company, backed by legal opinion, believes it has a good case	The Company believes in fair dealing and avoid any actions that could lead to unfair competition and hindering of free trade.

Leadership Indicators

1. Details of public policy positions advocated by the entity:

S.No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually / Half yearly/ Quarterly / Others – please specify)	Web Link, if available
1	Green power Procurement policies	National and international platforms, meeting with BEE, MNRE, CII	Yes	As and when required	Not available
2	Carbon markets	Seminars, conferences and Forums	Platforms of CII, BEE, CMA, MoEF&CC	As and when required	Not available
3	Fly Ash regulations and market dynamics	Seminars, conferences	Platforms of CMA and MoEF&CC	As and when required	Not available
4	Decarbonisation and Net Zero	National and international conferences, Meetings, seminars	Platforms of Bureau of Energy Efficiency, MoEF&CC, GCCA, SBTi, TERI, FICCI, CDP, CMA	As and when required	Not available
5	Cement sector alignment with SDGs	Conference, seminars	Platform of GCCA	As and when required	Not available

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
None	–	–	–	–	–

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity.

S.No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
1	Proposed Hanamaneri Limestone Mine Block (Area: 445.37 Ha) with Proposed Limestone Production Capacity: 4.0 million TPA, Intercalated Waste: 1.0 million TPA, Top Soil: 0.19 million TPA, Over Burden: 0.94 million TPA (Total Excavation: 6.13 million TPA) along with installation of Crusher & Screening Capacity: 1300 TPH and OLBC Capacity: 1200 TPH with 14 km length at Villages: Hanamaneri, Lokapur, Jalikatti B.K. & Jalikatti K.D., Taluka: Badami & Mudhol, District: Bagalkot, State: Karnataka by M/s. JK Cement Ltd.	Karnataka	Bagalkot	194	(194/412)*100 = 47.09%	₹121.23 Cr. This is the compensation to be paid for purchase of 306.67 ha (out of 445.37 ha) land. Land is being/ will be purchased as per Mining Plan.

3. Describe the mechanisms to receive and redress grievances of the community.

We actively promote local communities to share their suggestions and concerns with us. We have implemented a robust grievance mechanism enabling individuals to express any issues they may have. Our CSR committee consistently engages with local communities to facilitate the raising of complaints through various channels, such as formal letters or one-to-one meetings. All complaints raised undergo thorough investigation, and appropriate actions are promptly taken to address them.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers.

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	6.09%	8.8%
Directly from within India	91.23%	Not available

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/ on contract basis) in the following locations, as % of total wage cost

Location	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Rural	6%	NA
Semi-urban	7%	NA
Urban	25%	NA
Metropolitan	62%	NA

(Place to be categorised as per RBI Classification System – rural/ semi-urban/ urban/ metropolitan)

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
In the impact assessment studies, there has been no negative impacts associated.	NA

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

S.No. State	Aspirational District	Amount spent (In INR)
None	–	–

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised/vulnerable groups? (Yes/No)
JKCL promotes procurement of materials from suppliers who are compliant to ESG principles. JKCL prefers local suppliers as it helps in creating livelihood opportunities for the locals.

(b) From which marginalised / vulnerable groups do you procure?
We have not segregated the vendors based on the marginalised /vulnerable group

(c) What percentage of total procurement (by value) does it constitute?
Not applicable

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge.

S.No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
	NIL	–	–	–

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the Case	Corrective Action Taken
NA	–	–

Business Responsibility & Sustainability Report

6. Details of beneficiaries of CSR Projects

S.No.	CSR Project	No. of persons benefited from CSR projects
1	Healthcare	129512
2	Education	73749
3	Livelihood	15525
4	Rural Transformation	203096
5	Environment Sustainability	47408
6	Others	10280
Total nos. of beneficiaries		4.79 lakhs

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.
- JKCL has the provision for customers to provide feedback or raise any concerns on the website. Customers can reach out on the email IDs: consumer.care@jkcement.com & customercare.white@jkcement. com . JKCL also has toll free number 1800 266 2606.
- We have marketing offices in 19 states where our team regularly interacts with the customers and dealers. Whenever any complaint is raised through contractors, retailers, distributors, call centres, or our website, it is swiftly channelled to our dedicated team for resolution. Our unwavering commitment is to address each concern within 24 hours and diligently work toward resolution within 3 working days, unless extensive testing is required. The meticulous records are maintained by our BD MIS team form the bedrock for insightful analysis and constructive discussions during our review meetings. Collaborating with our Quality, Manufacturing, and Marketing teams, we make informed decisions to ensure continuous enhancement and utmost customer satisfaction. Trainings are also provided to customers for proper usage and disposal of the products. We have a dedicated cell of technical engineers who visits the customer’s site to take feedback, build capacity and resolve any product related queries etc.
2. Turnover of products and/services as a percentage of turnover from all products/service that carry information about:

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100
Safe and responsible usage	100
Recycling and/or safe disposal	100

3. Number of consumer complaints in respect of the following:

	FY 2023-24			FY 2022-23		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Others	1369	27	-	1296	20	-

4. Details of instances of product recalls on account of safety issues:

	Number	Reasons for recall
Voluntary recalls	0	0
Forced recalls	0	0

5. Does the entity have a framework/policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.
- Our code of conduct addresses data security and privacy risks. At our company, we have implemented robust cybersecurity procedures and IT security practices to ensure there are no data leaks or breaches of data privacy. Regular and comprehensive risk assessments help us identify vulnerabilities, threats, and risks to our assets, allowing us to implement necessary controls. Additionally, we conduct awareness and training programs for our employees, equipping them with the knowledge to prevent data breaches. We are also in process of releasing an exclusive cyber security policy.
6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.
- Since there are no complaints, there was no need for any corrective action.
7. Provide the following information relating to data breaches:
- a. Number of instances of data breaches along with impact - 0
- b. Percentage of data breaches involving personally identifiable information of customers - 0
- c. Impact, if any, of the data breaches - NA

Leadership Indicators

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).
- Products can be referred on the website- <https://www.jkcement.com>
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.
- Our marketing strategy is anchored in proactive customer engagement, where our team consistently fosters connections to illustrate the benefits and optimal applications of our products. Additionally, We have established a specialised unit comprising of technical team who embark on site visits to conduct thorough assessments, disseminate industry-leading construction methodologies, bolster skill sets, gather invaluable feedback, and promptly address any product-related inquiries or concerns. This multifaceted approach not only strengthens customer relationships but also positions us as trusted advisors committed to delivering unparalleled value and support throughout every stage of our customers’ journey.
3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services
- Our Company doesn’t fall under essential services.
4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)
- Yes, our company follows BIS regulations for the product packaging and information to be contained in the product packaging.
- Yes. We have a robust system of taking customer feedback on product quality and issues, our website also has a customer feedback page where our customers can provide their feedback in case of any concern. Link is given for reference: <https://www.jkcement.com/customer-feedback/>.



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INDEPENDENT ASSURANCE STATEMENT

Introduction

DNV Business Assurance India Private Limited ('DNV'), has been commissioned by J.K. Cement Limited (JKCL) (Corporate Identity Number L17229UP1994PLC017199, hereafter referred to as 'JKCL' or 'the Company') to undertake an independent assurance of the Company's disclosures in Business Responsibility and Sustainability Report (hereafter referred as 'BRSR'). The disclosures include BRSR 9 Core attributes as per Annexure I of SEBI circular dated 12 July 2023.

Reporting standard/framework

The disclosures have been prepared by J.K. Cement Limited in reference to:

- BRSR Core - Framework for assurance and ESG disclosures for value chain as per SEBI (Securities and Exchange Board of India) Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July12, 2023.
- BRSR reporting guidelines (Annexure II) as per SEBI Circular No. SEBI/HO/CFD/CMD-2/P/CIR/2021/562 dated May 10, 2021, and incorporated Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/2023/120 dated July 11, 2023.
- GCCA, The Cement CO₂ and Energy Protocol, Version 3 (previously identified as WBCSD CSI V3.1 protocol)
- Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard.

Assurance Methodology/Standard

This assurance engagement has been carried out in accordance with DNV's VeriSustain™ protocol, V6.0, which is based on our professional experience and international assurance practice, and the international standard in Assurance Engagements, ISAE 3000 (revised) - *Assurance Engagements other than Audits or Reviews of Historical Financial Information*. DNV's Verisustain™ Protocol has been developed in accordance with the most widely accepted reporting and assurance standards. Apart from DNV's Verisustain™ protocol, DNV team has also followed ISO 14064-3 - *Specification with guidance for the verification and validation of greenhouse gas statements*; ISO 14046 - *Environmental management - Water footprint - Principles, requirements, and guidelines* and GCCA, The Cement CO₂ and Energy Protocol, Version 3 to evaluate indicators wrt. Greenhouse gases and water disclosures.

Intended User

The intended user of this assurance statement is the Management of J.K. Cement Limited ('the Management').

Level of Assurance

Reasonable Level of assurance for BRSR 9 Core Attributes (Ref: Annexure I of SEBI circular)

Responsibilities of the Management of JKCL and of the Assurance Provider

The Management of JKCL has the sole responsibility for the preparation of the BRSR and is responsible for all information disclosed in the BRSR Core and BRSR Report. The company is responsible for maintaining processes and procedures for collecting, analyzing and reporting the information and also, ensuring the quality and consistency of the information presented in the Report. JKCL is also responsible for ensuring the maintenance and integrity of its website and any referenced BRSR disclosures on their website.

In performing this assurance work, DNV's responsibility is to the Management of the Company; however, this statement represents our independent opinion and is intended to inform the outcome of the assurance to the stakeholders of the Company.

Scope, Boundary and Limitations

Scope

The scope of our engagement includes independent reasonable level of assurance of 'BRSR 9 Core Attributes' (Ref: Annexure I of SEBI Circular) for Financial Year (FY) 2023-24.

Boundary of our assurance work:

Reasonable assurance of BRSR 9 Core Attributes: Boundary covers the performance of JKCL operations in India that fall under the direct operational control of the Company's Legal structure. Based on the agreed scope with the Company, the boundary

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of reasonable assurance covers the operations of JKCL across all locations (12 manufacturing plants and 51 offices) in India. The boundary for GHG footprint, water footprint, energy footprint and waste management related disclosures is 11 manufacturing plants located in India.

Limitation(s):

We performed a reasonable level of assurance for the BRSR Core indicators reporting based on our assurance methodology VeriSustain™, v6.0.

The assurance scope has the following limitations:

- The assurance engagement considers an uncertainty of ±5% based on materiality threshold for estimation/measurement errors and omissions.
- DNV has not been involved in evaluation or assessment of any financial data/performance of the company. DNV opinion on specific BRSR Core indicators (ref- for total revenue from operations; Principle 3, Question 1(c) of Essential Indicators for Spending on measures towards well-being of employees and workers - cost incurred as a % of total revenue of the company; Principle 8, Question 4 of Essential Indicators, Principle 1, Question 8 of Essential Indicators and Principle 1, Question 9 of Essential Indicators) relies on the third party audited financial reports of the Company. DNV does not take any responsibility of the financial data reported in the audited financial reports of the Company.
- The assessment is limited to data and information within the defined Reporting Period. Any data outside this period is not considered within the scope of assurance.
- Data outside the operations specified in the assurance boundary is excluded from the assurance, unless explicitly mentioned otherwise in this statement.
- The assurance does not cover the Company's statements that express opinions, claims, beliefs, aspirations, expectations, aims, or future intentions. Additionally, assertions related to Intellectual Property Rights and other competitive issues are beyond the scope of this assurance.
- The assessment does not include a review of the Company's strategy or other related linkages expressed in the Report. These aspects are not within the scope of the assurance engagement.
- The assurance does not extend to mapping the Report with reporting frameworks other than those specifically mentioned. Any aspects or comparisons with frameworks beyond the specified ones are not considered in this engagement.
- Aspects of the Report that fall outside the mentioned scope and boundary are not subject to assurance. The assessment is limited to the defined parameters.
- The assurance engagement does not include a review of legal compliances. Compliance with legal requirements is not within the scope of this assurance, and the Company is responsible for ensuring adherence to relevant laws.
- The assurance engagement is based on the assumption that the data and information provided by the Company are complete, sufficient and authentic.

Assurance process

As part of the assurance process, a multi-disciplinary team of assurance specialists performed assurance work for selected sites of JKCL. We carried out the following activities:

1. Reviewed the disclosures under BRSR Core, encompassing the framework for assurance consisting of a set of Key Performance Indicators (KPIs) under 9 ESG attributes. The format of BRSR Core used as basis of reasonable level of assurance
2. Evaluation of the design and implementation of key systems, processes, and controls for collecting, managing and reporting the BRSR Core indicators
3. Assessment of operational control and reporting boundaries
4. Seek extensive evidence across all relevant areas, ensuring a detailed examination of BRSR Core indicators. Engaged directly with stakeholders to gather insights and corroborative evidence for each disclosed indicator.
5. Interviews with selected senior managers responsible for management of disclosures and review of selected evidence to support environmental KPIs and metrics disclosed in the Report. We were free to choose interviewees and interviewed those with overall responsibility of monitoring, data collation and reporting the selected indicators.
6. DNV audit team conducted on-site audits for data testing and also, to assess the uniformity in reporting processes and also, quality checks at different locations of the Company as listed in Annexure II of this report. Sites for data testing and reporting system checks were selected based on the percentage contribution each site makes to the reported indicator, complexity of operations at each location (low/medium/ high) and reporting system within the organization.
7. Conduct a comprehensive examination of key material aspects within the BRSR Core framework supporting adherence to the assurance based on applicable principles plus specified data and information.
8. DNV teams conducted the:
 - Verification of the data consolidation of reported performance disclosures in context to the Principle of Completeness.
 - Verification of the consolidated reported performance disclosures in context to the Principle of Completeness as per VeriSustain™ for reasonable level verification for the disclosures.

Conclusion

Reasonable level of Assurance- BRSR 9 Core Attributes

Based on our review and procedures followed for reasonable level of assurance, DNV is of the opinion that, in all material aspects, the BRSR 9 Core Attributes (as listed in Annex I of this statement) for FY 2023-24 are reported in accordance with reporting requirements outlined in BRSR Core (Annexure I of SEBI Circular dated 12 July 2023).

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Statement of Competence and Independence

DNV applies its own management standards and compliance policies for quality control, which are based on the principles enclosed within ISO IEC 17029:2019 – Conformity assessment – General principles are requirements for validation and verification bodies, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

We have complied with the DNV Code of Conduct¹ during the assurance engagement and maintain independence wherever required by relevant ethical requirements. This engagement work was carried out by an independent team of sustainability assurance professionals. During the reporting period i.e. FY 2023-24, DNV, to the best of its knowledge, was not involved in any non-audit/non-assurance work with the Company and its Group entities which could lead to any Conflict of Interest. DNV was not involved in the preparation of any statements or data included in the Report except for this Assurance Statement for internal use of J.K. Cement Limited. DNV maintains complete impartiality toward stakeholders interviewed during the assurance process. To the best of our knowledge, we did not provide any services to JKCL in the scope of assurance for the reporting period that could compromise the independence or impartiality of our work.

Purpose and Restriction on Distribution and Use

This assurance statement, including our conclusion has been prepared solely for the exclusive use and benefit of management of the Company and solely for the purpose for which it is provided. To the fullest extent permitted by law, DNV does not assume responsibility to anyone other than the Company for DNV's work or this assurance statement. The usage of this assurance statement shall be governed by the terms and conditions of the contract between DNV and J.K. Cement Limited and DNV does not accept any liability if this assurance statement is used for an alternative purpose from which it is intended, nor to any third party in respect of this assurance statement. No part of this assurance statement shall be reproduced, distributed or communicated to a third party without prior written consent.

For DNV Business Assurance India Private Limited

Parab, Ankita Digitally signed by Parab, Ankita Date: 2024.06.14 18:33:01 +05'30'	Kakaraparth i, Venkata Raman Digitally signed by Kakaraparthi, Venkata Raman Date: 2024.06.15 08:11:19 +05'30'
Ankita Parab Lead Verifier, Sustainability Services, DNV Business Assurance India Private Limited, India.	Kakaraparthi Venkata Raman Assurance Reviewer, Sustainability Services, DNV Business Assurance India Private Limited, India.
Assurance Team: Anjana Sharma, Himanshu Babbar, Varsha Bohiya 14/06/2024, Mumbai, India.	

DNV Business Assurance India Private Limited is part of DNV – Business Assurance, a global provider of certification, verification, assessment and training services, helping customers to build sustainable business performance. www.dnv.com

¹ DNV Corporate Governance & Code of Conduct - <https://www.dnv.com/about/in-brief/corporate-governance.html>



Annex I

Verified Data

Sr. No.	Attribute	Parameter	Unit of Measures	Assured Values
1	Green-house gas (GHG) footprint Greenhouse gas emissions may be measured in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard*	Total Scope 1 emissions	MT of CO2e	103,343,66
		Total Scope 2 emissions	MT of CO2e	3,685,84
		Total Scope 1 and Scope 2 emission intensity per rupee of turnover	MT CO2e/ Revenue from operations in ₹ Lacs	9.8
		Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	MT CO2e/ Revenue from operations in ₹ Cr adjusted to PPP	269
		Total Scope 1 and Scope 2 emission intensity in terms of physical output	MT CO2e/ tonne of Cementitious material	0.565
2	Water footprint	Total water consumption	KL	28,97,666
		Water consumption intensity	Water intensity per rupee of turnover. (KL/INR Lacs)	2.65
			Water intensity per rupee of turnover adjusted for PPP. (KL/INR Cr.)	72.82
		Water intensity in terms of physical output	Water intensity in terms of physical output. (KL/tonne of Cementitious material)	0.15
		Water Discharge by destination and levels of Treatment	KL	Nil
3	Energy footprint	Total energy consumed	Gigajoules (GJ)	437,655,52
		% of energy consumed from renewable sources	In % terms	7.3
		Energy intensity	Energy intensity per rupee of turnover. (MJ/INR)	0.4
			Energy intensity per rupee of turnover adjusted for PPP. (GJ/Crore)	1100
			Energy intensity in terms of physical output. (GJ/tonne of Cementitious)	2.32
4	Embracing circularity - details related to waste management by the entity	Plastic waste (A)	MT	1020
		E-waste (B)	MT	28
		Bio-medical waste (C)	MT	2
		Construction and demolition waste (D)	MT	0
		Battery waste (E)	MT	26
		Radioactive waste (F)	MT	0
		Other Hazardous Waste (G)	MT	100
		Other Non-Hazardous Waste (H)	MT	8865
		Total (A+B + C + D + E + F + G+ H)	MT	10041
		Waste intensity per rupee of turnover from operations	KG/ Revenue from operations in ₹ Lacs.	9.19



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		Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	MT / Revenue from operations in ₹ Cr. adjusted for PPP	0.25
		Waste intensity in terms of physical output	(Kg/tonne of Cementitious)	0.531
		total waste recovered through recycling, re-using or other recovery operations**		
		(i) Recycled	MT	9640
		(ii) Re-used	MT	-
		Total	MT	9640
		total waste disposed by nature of disposal method***		
		(i) Incineration	MT	-
		(ii) Landfilling	MT	-
		(iii) Other disposal options	MT	1126
		Total	MT	1126
5	Enhancing Employee Wellbeing and Safety	Spending on measures towards well-being of employees and workers - cost incurred as a % of total revenue of the company (Excluding Workers)	In % terms	0.11
		Details of safety related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites)	Total recordable work-related injuries	Employees: Nil Worker: 4
			Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees: Nil Worker: 0.19
			No. of fatalities	Employees: Nil Worker: Nil
			High consequence work-related injury or ill-health (excluding fatalities)	Employees: Nil Worker: 2
6	Enabling Gender Diversity in Business	Gross wages paid to females as % of wages paid	In % terms	2.9%
		Complaints on PoSH	Total Complaints on Sexual Harassment (POSH) reported	0
			Complaints on POSH as a % of female employees / workers	0
			Complaints on POSH upheld	0
7	Enabling Inclusive Development	Input material sourced from following sources as % of total purchases -and from within India	Directly sourced from MSMEs/ small producers (In % terms - As % of total purchases by value)	6.09%
			Sourced directly from within the district and neighboring districts	91.23%
		Job creation in smaller towns - Wages paid to persons employed in smaller towns (permanent or non-permanent /on contract) as % of total wage cost	Location	
			Rural	6%
			Semi-urban	7%
			Urban	25%
8	Fairness in Engaging with Customers and Suppliers	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events	In % terms	Nil
		Number of days of accounts payable	(Accounts payable *365) / Cost of goods/services procured	50.69

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9	Open-ness of business	Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties	Purchases from trading houses as % of total purchases	Nil
			Number of trading houses where purchases are made from	Nil
			Purchases from top 10 trading houses as % of total purchases from trading houses	Nil
			Sales to dealers / distributors as % of total sales	66.34%
			Number of dealers / distributors to whom sales are made	11,786
			Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	3%
			Share of RPTs (as respective %age) in	
			Purchases	4%
			Sales	0.01%
			Loans & advances	0.05%
			Investments	13%

Note:
*GHG emissions are calculated as per GCCA, The Cement CO2 and Energy Protocol, Version 3 (previously identified as WBCSD CSI V3.1 protocol)
**Waste Recycling includes sum of used oil, contaminated oil, battery, e-waste, grease used drums, waste oil, empty drums with oil, metal scrap, plastic scrap, refractory scrap, empty drums, machinery scrap, segregated iron chips used, M.S.drum and cable scrap data.
***Other disposable methods includes sum of paper scrap, filter bags, wooden waste, rubber scrap, fire bricks scrap, old tyre, furniture scrap, rbc pieces, old filter bags, burst bag, other waste, biomedical solid & liquid and other hazardous waste data.

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Annex II

Sites selected to for audits

Sr. no.	Site	Location
1.	Corporate office	Gurugram, Haryana
2.	Manufacturing plants- on-site	Grinding Unit, Aligarh, Uttar Pradesh Grinding Unit, Jharli, Haryana Integrated Cement Plant, Mangrol Integrated Cement Plant, Nimbahera

Report On Corporate Governance

1. Corporate governance

1.1 Company's philosophy on Code of Corporate Governance

At J.K. Cement, we view Corporate Governance in its widest sense, almost like trusteeship, integrity, transparency; accountability and compliance with laws, which are the columns of good governance and are cemented in the Company's business practices to ensure ethical and responsible leadership, both, at the Board and at the Management Level. The Company's philosophy on Corporate Governance is to enhance the long-term economic value of the Company, sustainable return to its stakeholders i.e. the society at large, by adopting best corporate practices in a fair and transparent manner by aligning interest of the Company with that of its shareholders/other key stakeholders. Corporate Governance is not merely compliance and not simply creating checks and balances, it is an ongoing measure of superior delivery of Company's objects with a view to translate opportunities into reality. This, together with meaningful CSR activities and sustainable development policies followed by the Company, has enabled your Company to earn trust and goodwill of its investors, business partners, employees and the communities in which it operates. In so far as compliance with the requirements of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('Listing Regulations') as amended is concerned, your Company is in full compliance with the norms and disclosures that have to be made.

1.2 Governance Structure

The Company's governance structure broadly comprises of the Board of Directors and the Committees of the Board at the apex level and the Management structure at the operational level. This layered structure brings about a harmonious blend in governance as the Board sets the overall corporate objectives and gives direction and freedom to the Management to achieve these corporate objectives within a given framework, thereby bringing about an enabling environment for value creation through sustainable profitable growth.

2. Board of directors

The Company's Board plays a pivotal role in ensuring that the Company runs on sound and that its resources are utilised for creating sustainable growth and societal wealth. The Board operates within the framework of a well-defined responsibility matrix which enables it to discharge its fiduciary duties of safeguarding the interest of the Company; ensuring fairness in the decision making process,

integrity and transparency in the Company's dealing with its Members and other stakeholders.

Statutory Committees

With a view to have a more focused attention on various facets of business and for better accountability, the Board has constituted the various committees viz. Audit Committee, Stakeholders' Relationship Committee, Nomination and Remuneration Committee, Corporate Social Responsibility and Sustainability Committee, Risk Management Committee and Committee of Directors. Each of these Committees has been mandated to operate within a given framework.

Management Structure

Management Structure for running the business of the Company as a whole is in place with appropriate delegation of powers and responsibilities. The Managing Director is in overall control and responsible for the day-to- day working of the Company. He gives strategic directions, lays down policy guidelines and ensures implementation of the decisions of the Board of Directors and its various Committees.

Board of Directors

(i) Composition of the Board

At J.K. Cement Ltd., the Board is headed by its Chairperson, who is a promoter of the Company. Since the Chairperson is promoter, at least 50% of the Board composition consists of Independent Directors. The Independent Directors on the Board are experienced, competent and highly reputed persons from their respective fields. The Independent Directors take active part at the Board and Committee Meetings which adds vision, strategic direction and value in the decision making process of the Board of Directors.

The composition of the Board of Directors is given herein below:

- Two Promoter, Executive Director
- One Non- Promoter Executive Director;
- Four Non- Executive, Non- Independent Directors;
- Seven Non- Executive, Independent Directors.

(ii) Attendance of each Director at the Board Meetings and last Annual General Meeting

The Board usually meets at least once a quarter to review the quarterly financial results and operations of your Company etc. In